



Michigan Steps Up *Healthy Businesses*

Step 1. Move More Step 2. Eat Better Step 3. Don't Smoke



Employee Health Affects Michigan Businesses

A recent economic study by Altarum¹ compared the health of Michigan's workforce to benchmark states that compete with Michigan for new corporations and jobs. The study found that the health of its workforce could hinder Michigan's ability to compete. The study ranked Michigan:

1. Highest in death rates from heart disease
2. Second highest in rates of obesity and diabetes
3. Sixth highest in number of smokers
4. Highest in prescription drug use

Employee health also impacts the economic health of current Michigan employers, large and small.

1. Physical inactivity results in the annual loss of about 20 days per worker.²
2. Individuals who are overweight or obese incur up to \$1,500 more in annual medical costs than individuals who are a healthy-weight.¹

3. Cigarette smokers are absent from work on average 6.5 days per year more than nonsmokers.³

Employees who move more, eat better, and avoid using tobacco products may have higher morale, higher productivity, reduced absenteeism, lower turnover, and lower out-of-pocket medical expenses. Over time, a healthier workforce will reduce future increases in health insurance costs.

Worksites are one of the best places to reach the majority of Michigan's adult citizens to encourage them to lead a healthy lifestyle. To remain competitive, Michigan businesses may find it necessary to create worksite environments that are supportive of employees who want to move more, eat better, and not use tobacco products. With the help of Michigan Steps Up and the use of low- or no- cost ideas, even small businesses can make big improvements in worksite wellness.

What is Michigan Steps Up?

Michigan Steps Up is the Surgeon General's healthy lifestyles campaign designed to build capacity among statewide partners to reduce health risk factors and improve health outcomes in the areas of physical activity, healthy eating and tobacco use. The campaign provides a marketing umbrella for health promotion efforts in worksites, schools, communities, faith-based, and healthcare organizations across the state of Michigan. This includes components such as a website, media campaign, community competitions, conferences, and activities focused on changing behaviors and policies, and creating healthier environments.

How can Michigan Steps Up help my business become healthier?

Fortunately, there are various low- or no-cost effective strategies available to Michigan employers that can assist them in promoting good health. As part of the Surgeon General's campaign, Michigan businesses can become involved and support their employees' healthy lifestyle behaviors by using free resources available on the Michigan Steps Up website at www.michiganstepsup.org. These resources include:

1. Designing Healthy Environments at Work Assessment Tool - a free resource to assess a worksite's policies and environments that support employee health.
2. Commitment to better health: Commit to making one change. Read the *Worksite Wellness Chronicles* to learn how other Michigan businesses are creating a healthier workforce.
3. Health Risk Appraisal (HRA) – a free tool that provides employees with a report on their health risks. Employers can also receive a worksite-specific aggregate report.
4. Contact other worksites in your area that are also interested in creating healthier worksites.
5. Promotional brochures, postcards, and/or posters. Call 1-877-422-4244 to order **free** Michigan Steps Up materials.

Contact us at 517/335-8771 or downingch@michigan.gov for assistance.

Resources for Healthy Businesses

Healthy Workforce 2010

www.prevent.org/publications/Healthy_Workforce_2010.pdf
A sourcebook for employers, large and small.

Health Promotion Guide

<http://www.hopehealth.com/resources.asp>
The manual explains health screening and referral, follow-up and counseling employees, Follow-up with physicians, Health improvement programs, and organizing worksite-wide activities.

American Cancer Society: Active for Life

http://www.cancer.org/docroot/PED/content/PED_1_5X_Active_For_Life.asp
Offers worksite activity programs and information. For more information about starting an Active for Life program at your workplace, contact your local American Cancer Society or call 1-800-ACS-2345.

American Heart Association: Heart at Work

<http://www.americanheart.org/>
Provides worksite coordinators resources to conduct health promotion activities that may lower the risk of heart disease and stroke among the employee population. For more information, contact your local American Heart Association or call 1-888-242-8721.

America's Walking

www.pbs.org/americaswalking
Features health and fitness advice from walking advocate, Mark Fenton, as well as information on his America's Walking series.

Governor's Council on Physical Fitness, Health and Sports

<http://www.michiganfitness.org/>
Promotes the health benefits of physical activity and creating behavior changing programs that equip Michigan citizen to lead physically active lifestyles.

Medstat

www.medstat.com
Provides market information, decision support solutions, and research services to improve policy and management decision-making for employers, government agencies, health plans, hospitals, and provider networks.

Michigan Department of Community Health

<http://www.michigan.gov/mdch/>
Provides Michigan-specific information on various health related activities and resources related to physical activity, nutrition, and tobacco cessation. Call 1-800-537-5666 to get your free smoke-free worksite kit.

National Heart, Lung, and Blood Institute

<http://www.nhlbi.nih.gov/>
Health assessment tools, related NHLBI websites, and education campaigns offered at no or low cost to individuals and businesses.

National Center for Chronic Disease Prevention and Health Promotion

www.cdc.gov/nccdphp
Conducts studies to better understand the causes of chronic diseases, supports programs to promote healthy behaviors, and monitors the health of the nation through surveys. Access exemplary state programs that help prevent chronic diseases at <http://www.cdc.gov/nccdphp/exemplary/index.htm>

Produce for Better Health Foundation

www.5aday.org
Provides information, resources, and tools to increase fruit and vegetable consumption to 5 to 9 daily servings.

Shape Up America

www.shapeup.org
Offers information on weight management and increasing physical activity.

Take Action!

www.ca-takeaction.com
Take Action! Is a free 10-week worksite health program designed to increase physical activity at the workplace.

The Health Project

<http://healthproject.stanford.edu>
A non-profit private/public consortium that evaluates, promotes, and distributes wellness programs with demonstrated effectiveness in influencing personal health habits and the cost effective use of health care services. Home of the C. Everett Koop National Health Awards.

University of Minnesota, School of Public Health

http://www.ahc.umn.edu/ahc_content/colleges/sph/sph_news/nutrition.pdf
Provides guidelines for offering healthy foods at meetings, seminars, and catering events.

USDA: Food and Nutrition Information Center

www.nal.usda.gov/fnic/dga
Provides information on the Dietary Guidelines for Americans.

Wellness Councils of America

<http://www.welcoa.org/>
Provides businesses with many free resources to guide worksite health promotion programs.



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¹Bologna, J., Hughes-Cromwick, P. & Roehrig, C. (2004). *Healthcare costs and premiums: michigan compared with selected benchmark states*. Retrieved July 14, 2005, from Michigan Economic Development Corporation Website:

http://medc.michigan.org/cm/attach/353CEBC8-18EA-4958-BAED-AF58DF8C33E9/MEDCFinalHCRpt%203_31_04.pdf

²Michigan Fitness Foundation (2003). *The economic cost of physical inactivity in michigan*. Okemos, MI. Retrieved July 14, 2005, from The Governor's Council on Physical Fitness, Health and Sports Website:

<http://www.michiganfitness.org/Publications/documents/CostofInactivity.pdf>
³American Cancer Society (n.d.). *The cost of smoking to business*. Retrieved June 13, 2005, from American Cancer Society Website:
http://www.cancer.org/docroot/nws/content/nws_2_1x_the_Cost_of_smoking_to_busin_ess.asp

